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ABSTRACT

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The Application of a Psychosocial Model of Alienation: Sex Differences in Locus of Control, Fear of Success and Affective Hostility with a professional career sample

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Abstract

An empirical test of a contemporary model of psychosocial stress was conducted to evaluate expected differences in cognitive and affective functioning for males and females in a professional career sample. Perceived powerlessness and affective hostility were viewed as constituting a cluster of adaptive responses to personal/social conditions linked to a distinct pattern of psychosocial alienation. Fifty-four subjects, 27 male and 27 female attorneys, were given a series of psychological measures designed to assess perceived powerlessness, covert versus overt expression of hostility and fear of success. Path analytic procedures provided empirical support for the predictive utility of the model.

The relationship of individuals and social environment has been a focus of research interest in a variety of disciplines. In general, a social psychological orientation depicts people and their external settings as sharing a reciprocal relationship, influencing each other in an interactive fashion. Thus, individual development cannot be discussed without attention being directed toward the synthesis of biological and social factors which mutually contribute to the development of personality (Lazlo, 1970).

One important factor in understanding the effects of social dynamics on individual personality development would be to delineate the relationship between characteristic mechanisms of individual adaptation and the ways in which various social realities impinge upon these structures, influencing the development of individual differences. Individual ways of perceiving and acting will, in turn, contribute to personal and social meanings attributed to the external events. Thus, the internal and external worlds may be seen as interrelated in a reciprocal fashion.

Manderscheid, Silbergeld and Dager (1975) have recently suggested that alienation may constitute an important phenomenon which mediates between external social stress and internal coping strategies. According to their model, individuals experience duress when confronted with structural social stressors, that is, tension-producing realities inherent in a social/cultural condition. In an adaptive effort to cope with such social stress, individuals may modify personal or social behavior, cognitive states, affective conditions and/or perceptual styles in order to dissipate tension. These events, in turn, may be characterized as reflecting a syndrome of alienation developed as a response to social stress. Figure 1 presents the

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Insert Figure 1

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general overview of this model of alienation and the major variables included in it.

The alienated person experiences the self and the environment as isolated entities estranged from each other, and thus does not sense the reciprocal interrelationship between internal and external events (Fischer, 1974). At the cognitive level, such an orientation may be alternatively expressed as a perceived sense of powerlessness, meaninglessness, normlessness, cultural estrangement, or self estrangement (Seeman, 1959). The person who perceives the self as powerless, for example, views the environment as maintaining control over the self and believes that one's destiny is shaped by external rather than internal forces.

Likewise, at the affective level, alienation may be expressed as hostility, which occurs when an individual senses a depletion in status and feels that the self is inferior to a condition in the environment. Hostility may be expressed in various forms, and can be described more specifically as being related to individual styles of cognitive alienation. For example, it has been posited that covert hostility should be specifically linked to perceived powerlessness (Manderscheid, et al., 1975). Such modifications in cognitive and affective conditions are also associated with behavioral correlates generated by individual perceptual styles. Thus, a person who views the self as powerless and attributes hostility to the actions of others is likely to perceive the environment as permitting little autonomy and requiring high submission as a requirement for social living. In

summary, an alienation syndrome characterized by perceived powerlessness and associated with covert hostility serves as an intervening variable linking structural social stressors and individual styles of perceiving and acting in the external world.

Female gender has been suggested as one structural stress variable which may be considered within the parameters of this model (Dohrenwend, 1973). Research on the psychosocial aspects of female gender has focused on a variety of psychological attributes such as performance expectations and self-evaluation of abilities (Macoby and Jacklin, 1974), individual perception of powerlessness (Lefcourt and Ladwig, 1966), and female fear of success as a negative motive for achievement (Horner, 1972; Zuckerman and Allison, 1976). At the same time, there has been substantial recognition that persistent social constraints face women through exclusion from graduate and professional training (Roby, 1973), family pressures discouraging of professional careers (Goodale and Hall, 1976), and social stereotyping and discrimination blocking pathways to high status professions (Terborg, 1977).

However, the specific manner in which psychosocial attributes are interactive with social variables remains somewhat ambiguous. Although the proportion of women who do successfully traverse the negative socialization process to high ranking professional positions are few (Theodore, 1971), it is unknown to what extent the effects of situational or other variables may covary with sex in a unique occupational setting.

The alienation model proposed by Manderscheid et al., (1975) offers a tentative framework for conceptualizing some of the interrelationships between cognitive and affective factors. Even so, the potential differential expression of adaptive coping by men and women in the face of specific social

stress conditions is, as yet unexplored. It is not known for example, if perceived powerlessness and the phenomenon of fear of success share a common etiology, differ for men and women or are equally subject to influence from situational or intervening variables. In this regard, the purpose of the present study was to provide an empirical test for a portion of the stress paradigm described by Manderscheid et al. (1975), and to explore male-female differences among selected variables within the context of a professional occupational environment.

Method

Fifty-four subjects, 27 male and 27 female attorneys employed in four different law firms in Los Angeles, California participated in this study. The primary independent variables were age, sex and occupational status. Subjects were grouped into four age categories, 20-29, 30-39, 40-49 and 60-69; in effect, a category of young adults, early middle-aged, middle-aged and elderly. Occupational status was represented by four distinct categories, namely, Law Clerks, Junior Associates, Senior Associates and Partners in the law firms. The dependent variables were a series of psychological measures designed to assess cognitive and affective functioning. The first, measured the cognitive dimension of perceived powerlessness and was a modified version of Rotter's (1966) Locus of Control Scale. Described by Collins (1974), this measure was designed to determine the degree of perceived powerlessness as well as differential cognitive dimensions underlying an external or internal attribution of causality. One dimension characterizes the degree to which subjects perceive the world as unpredicatable versus lawful, while another involves attribution of situational versus dispositional elements to causation of events. The second dependent variable was an objective

measure of the fear of success motive developed by Zuckerman and Allison (1976). Finally, a revised form of the Buss-Durkee Hostility Inventory (Bendig, 1962) provided a differentiation of the affective dimension of hostility into an overt/covert component. Gottschalk and Gleser (1969) have distinguished these two dimensions as reflective of outwardly directed hostility in which the self verbalizes critical, angry of assaultive drives towards objects outside oneself. In the case of overt hostility the self is the agent, adversely criticizing others; covert hostility is evident when self sees others as the actors who are adversely critical, depreciating and blaming of self.

Results and Discussion

The Dependent Variables

Means and standard deviations for male, female and combined subject groups across all dependent measures are presented in Table 1. Notably,

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Insert Table 1 about here

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there were no significant group differences on any of the dependent measures attributable to the variable Sex with the exception of the variable Overt Hostility ($Z = 2.19$, $p = .03$). However, this finding notwithstanding, there seemed to be little support for the assumption of differential patterns of cognitive and affective responses based solely on sex of subjects. As a group, the lawyer's mean performance on the internal dimension of the I-E Scale were similar to previously reported mean data based on a variety of subject groups on the Internal -External Scale (Rotter et al., 1972). Both men and women in this study reflected a similar degree of the generalized

attitude towards expecting rewards and successes to be more contingent upon their own behavior and efforts than at the whim of chance or independent of personal actions. This outcome might, of course, be expected from a group of practicing professionals in a high status field. Further, men and women showed no group differences in measured Fear of Success. This finding is consistent with a view which stresses the importance of situational determinants in evaluating the influence of this attributed motive (Monahan et al., 1972). Although one might argue that these female subjects represent a preselected group of high status bound, achievement-oriented women, since the proportion of women in the highest ranking professions is minimal (Theodore, 1971), recent evidence does suggest that structural social variables, such as family complexity, organizational attitudes and sex role stereotyping may play a more critical role in professional women's success and productivity than internal, dispositional attributes (Broschart, 1978; Terborg, 1977). In sum, it may be reasonably concluded that the female attorneys in this study were no more likely than their male counterparts to express a motivational attitude to avoid success.

The correlation coefficients for all sample variables are given in Table 2. Significant correlations were obtained for the combined sample

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Insert Table 2 about here

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between the variables perceived powerlessness and affective hostility ($r = .43$, $p = \leq .001$), and the motive to avoid success ($r = .28$, $p \leq .05$). This finding was consistent with the model of alienation with regard to the specific valence of the relationship between cognitive and affective variables.

Perceived powerlessness did show a strong positive relationship to the affective dimension Covert Hostility ($r = .38$, $p = \leq .001$) while a less substantial, yet significant relationship was obtained for the dimension Overt Hostility ($r = .24$, $p = \leq .05$). Additionally, Covert Hostility showed a moderate, negative correlation with Age ($r = -.28$, $p = \leq .05$) while the relationship between Overt Hostility and Sex was significant ($r = -.30$, $p = \leq .05$). Further inspection of the data revealed that the significant relationships between perceived powerlessness and affective hostility shown by the combined sample was equally significant for both men and women subjects. However, perceived powerlessness differed in its relationship to Fear of Success for both groups, in that males showed a highly significant, positive correlation ($r = .39$, $p = \leq .05$) while female subjects did not (this data not shown in Table 2).

The Independent Variables

Variations in the proportions of male and female subjects and categories of subject's Age by Status categories are presented in Tables 3 and 4 respectively. In each table, the column entries reflect, in descending order, subject count, row percentages, column percentages and total percentages. While the Chi-square indicates the significance of differences in obtained versus expected frequencies for each variable category, the Gamma statistic reflects the strength and direction of the linear association between the variables. Accordingly, both statistics are presented in each table.

The data presented in Table 3 support the notion that a significant

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Insert Table 3 about here

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relationship does exist between the variables Sex and Status (X^2 = 9.18, p = $\leq$.02). Therefore, the data indicate that women lawyers are more likely than men lawyers to occupy the lower ranks of status in law firms. The percentages for the category of Law Clerk reveal a difference of only eight percent in the distribution of men and women. However, in the categories of Junior and Senior Associates, the difference is at least two- to-one. The Gamma of -.49, which is based on the occurance of discordant pairs in the variable categories, further augments the strength of the negative relationship between sex of the lawyer and professional rank achieved. By the time the highest rank of Partner is reached, the ratio has increased to seven-to-one favoring male attorneys in the top ranked position.

Table 4 shows a significant (X^2 = 20.14, p = $\leq$.01) as well as strongly

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Insert Table 4 about here

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positive linear relationship (Gamma = .63) between the variables of Age and Status. Fifty percent of the sample are in the young adult (20-29) category with 55.6% of this group ranked at the Junior Associate level, and half again as many (26%) ranked as Law Clerks. The majority of the remainder of the sample are in the early-middle aged category (30-39) with a fairly even distribution of subjects occupying the Junior and Senior Associate positions (39.1 and 34.8% respectively). Fifty percent of those subjects ranked at the Partner level are also in this age category, with the small number of remaining subjects in the middle-aged and elderly categories. In summary, Table 4 shows that professional status ranking and age are related in a linear fashion. Specifically, the association is as one might expect

in most profesional occupations, i.e., the younger lawyers occupying the lower status ranks and the older lawyers the senior status ranks.

In seeking to assess what specific interactions the variables Sex and Status might show with Age, an analysis of co-variance was conducted and is given in Table 5. The main effects of Sex on Status still emerge as quite

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Insert Table 5 about here

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significant ($F = 4.97$, $p = \leq .03$). In addition, the covariate Age was highly significant ($F = 17.37$, $p = \leq .001$) and underscores the strength of the inverse relationship between Status and Sex, i.e., that sex and age category representation of subjects is highly correlated with limitations in ascending the professional ranks in Status. In sum, female gender acts as an additional burden aside from age, for women attorneys seeking professional advancement in law firms.

In a final test of the relationship between Status and Sex and its impact on the affective dimension of Hostility, an additional analysis of covariance was conducted. Results of this analysis are given in Table 6. While the main effect for Status emerges as clearly significant ($F = 3.93$,

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Insert Table 6 about here

$p = \leq .01$) in accounting for the relationship with Hostility, the variable of Sex does not enter this relationship. Looking more closely at this association by inspecting the mean ranks of Status categories on Hostility shows that significant differences between Status levels of Law Clerks and Junior

and Senior Associates accounts for this observed relationship ($z = 1.90$, $p \leq .06$; $z = 2.36$, $p \leq .02$, respectively). Consequently, these findings affirm that it is the attorneys ranked lowest in Status who express a more significant degree of hostility than their immediate superiors in rank. However, the extent to which this relationship may reflect a more pervasive perception of the psychosocial climate internal to the legal profession or interact with attitudinal and behavioral performances of its youngest members could not be determined from these findings.

An Empirical Analysis of the Psychosocial Model of Alienation

The results of this study have provided support for the general theoretical model of alienation proposed by Manderscheid et al., (1975). In considering the relationship of structural variables to intervening psychological constructs, the following general considerations are pertinent:

(1) The objective consequences of structural social variables, namely sex gender, Age and Status in this sample, may be viewed as contributing significantly to social stressor conditions. These stress-inducing conditions, in turn, covary with cognitive and affective processes in fostering a syndrome of alienation which can be regarded as a method of psychological coping with a negative social dynamic.

(2) Psychosocial alienation measured by perceived powerlessness is reflected in the adoption of differential attitudes towards causal attributions regarding self-perceived control over external life events. The degree of perceived powerlessness experienced by subjects in this study was directly related to the endorsement of varying forms of hostility expression. The factor of subjects' age also covaried with distinctive expressive modes on the Hostility variable. Thus, an hypothesis of alienation as a multi-

dimensional construct with both cognitive and affective dimensions was supported.

(3) The dynamic aspects of these structural social factors, such as the interaction in this sample of Status ranking and sex gender may deeply influence the promoting or discouraging of successful strategies for stress management or its attenuation. In turn, an associated cluster of emotional, psychological and behavioral consequences may be assumed to accompany these conditions.

The general theory outlined in Figure 1 presents the relationship of hypothesized antecedants of psychological responses, their direction, valence and interaction. However, the direct and indirect effects of the proposed variables can now be more formally tested through the statistical procedure of path analysis. Path analysis is a useful technique for the decomposition and evaluation of linear relationships among a set of variables, specifically where some weak causal ordering of the variables is assumed or known. In this study, each set of hypothesized paths from independent to dependent variables were tested utilizing the multiple regression program in the Statistical Package for the Social Sciences (Nie et al., 1975). A criterion level alpha of .05 was selected for determining the path coefficients (regression weights) to be utilized in the model for male and female subjects; the standard regression method was used to test for significance. Figure 2 presents the resultant path coefficients for the model of psychosocial aliena-

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Insert Figure 2 about here

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tion as it applies to males and females. The structural social variables

depicted in Figure 2 Age and Status, represent a departure from traditional path analysis assumptions of a weak or unknown ordering among the exogenous variables. Here, the relationship between the two is given by the simple correlation between them (r = .49); however, their covariation remains 'ambiguous' in that it is unanalyzed in this model with respect to its causality.

Overall, the path model demonstrated a confirmation of the expected relationship of perceived powerlessness and affective hostility as functions of structural social variables. These variables, Age and Status, reflected direct contributions to the variance occuring in the differential dimensions of self-perceived control over environmental events. Additionally, the variable Age emerged as a significant influence in determining the affective dimension, Covert Hostility.

The relationship between the psychological variables shows an unmediated, direct influence of perceived powerlessness, (Locus of Control) on the variable Hostility. The difference between path coefficients for males (.46) and females (.38) is negligible and establishes the validity of conceptualizing Hostility as directly influenced by perceived powerlessness. Consequently, these findings confirm the location of these variables in the proposed psychosocial schema described in Figure 1.

However, there was a clear failure of the model to demonstrate perceived powerlessness, conceived solely in terms of Locus of Control, viz., generalized expectancies of reinforcement, and the variable Hostility, without regard to expressive direction, as direct functions of structural variables. In this instance, the alpha levels were below the critical threshold. The reasons for this limitation may arise from several sources. First, causal attri-

butions about behavior appear to be constituted by distinctive conceptual dimensions reflected as predictable versus chance and internal versus external perceptions. Therefore, Locus of Control may not best be conceived as a homogeneous self-perception. Second, the size of this sample imposed a restriction over the range of representation over Status and Age categories for both males and females. As a result, it is uncertain whether this contributed substantially to the lack of significance of these path coefficients, even though they were of a reasonable magnitude. Thirdly, a more adequate or articulated specification of the structural social variables which might be more influential should be explored.

Within the limits of this model several significant associations were demonstrated in which gender differences are noteworthy. For female lawyers a very simple model emerges in which the variable Age has a strong negative influence on Covert Hostility ($p = -.57$), accounting for 32% of the variance in this variable. It will be recalled that women occupied a significantly greater percentage of lower status positions in the professional ranks (81.5% represented in Law Clerks and Junior Associate ranks combined, compared to 44.4% for men). Therefore, the negative social dynamic of Status constraints i.e., reaching a 'ceiling' in the professional hierarchy, is reflected in the predominance of a method of coping that gives expression to distress while minimizing the threat to job security. As with men in the sample, those women in the younger age categories must essentially 'work themselves up the ladder' yet, unlike their male counterparts, women are faced with the added limitation that comparable effort yields fewer increments in professional ascendancy. It may be concluded that these women attorneys neither feared success nor felt themselves at the whim of chance, rather

they have adopted an attitude of resentment towards an adverse social constraint.

Among male attorneys a more complicated analytic model is involved which is perhaps, revealing of the specific character of this occupational environment as well as the influence of structural variables. The variable Unjust World was strongly affected by Age ($p = .64$) accounting for 41% of the variance in the relationship. Thus, with increasing age comes a disenchantment with the belief that personal characteristics such as effort and ability have a causal relationship to what actually occurs. Turning to Status, a similar relationship obtains with a large and significantly negative path coefficient emerging ($p = -.73$) accounting for 53% of the variance between professional rank and the belief in an Unjust World. As with Age, male attorneys occupying higher status positions differed from their counterparts in the lower status ranks in their endorsement of the equity between input or investment in their environment and feedback or personal rewards.

These findings can be understood by considering two factors that may constitute substantial limitations regarding the work environment of lawyers. First, to a large extent, the success of a lawyers efforts may depend on extraneous and uncontrollable conditions outside of the individual's abilities. For example, the fluctuation, at times whims, of a client's attitude, limitations imposed by changes in judicial schedules and the docketing of cases, or the need to rely on legal staff for preparation and support in presenting a case. Each may serve as a source of frustration or barrier to enhancing the belief in the benefits of hard work and personal effort. Secondly, the economic structure of a legal firm may influence the development of this disenchantment as well. It is customary to find that attorneys occupying the

ranks of Associates (junior and Senior) in legal firms are compensated by salary rather than commission. Consequently, they continue to earn a dependable income whether or not an individual case is successful; however, in the long run of course, consistent failure may affect income. Yet, for the most part, they are not economically threatened by the chance factors previously cited. On the other hand, it is equally customary for Partners in law firms to glean income from a percentage of the firms total yearly earnings, thus making these chance factors more critical in their own economic security. As a result, the effort, skill or ability they display in their professional work may not be consistently equated with personal success. It is then understandable that increasing Age and professional status are accompanied by an increasing disbelief in the equity of the relationship between efforts and rewards.

Lastly, the variable Unpredictable World was significantly affected by its relationship to Status ($p = -.50$). Clearly male attorneys lower in the professional ranks differ from their senior ranked counterparts in the degree to which they consider 'luck' or 'fate' to influence outcomes. As spelled out above, attorneys in the senior ranks tended to express a world view based on hard and practical realities in which chance tempers a belief in the equity of rewards for effort; here again, chance as 'luck' affects their view in that events were seen as unpredictable and outcomes not consistently lawful. One might say that for these senior lawyers, the most consistent perspective was "it depends on the situation".

In summary, empirical support for the proposed model of psychosocial alienation has been demonstrated utilizing a sample of professional men and women lawyers. Path analysis was effective in determining the relative

effects of structural social variables on psychological variables conceived of in terms of cognitive and affective dimensions. However, only a portion of the alienation model was delt with in this analysis. The dependent measures in the model are several steps removed from the actual behaviors they represent. Furthermore, the relationship of behavioral correlates to the psychological processes that underlie them needs to be established. Some recent developments in this direction have been reported which focus on the relationship of perceptual style to psychosocial climate (Moos and Houts, 1968; Moos, 1972; Silbergeld et al., 1976).

The findings of this study point to the heuristic value of utilizing a broad based model of personal/social interaction to describe the relationship of complex psychosocial variables. Information has been provided concerning the specific impact that social stressor conditions have on the development of cognitive and affective coping in a group of practicing professionals; a group where little comparable information previously existed. Further, these findings emphasize the need to consider the specific characteristics of diverse occupational samples which may yield differing relationships as well as differential styles of perceptual and behavioral adaption to their unique settings.

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Table 1

Means (M) and Standard Deviations (SD) on Dependent Variables for Males, Females and Total Lawyers Groups (N=54)

Dependent Variable	Male		Female		Total		
	M*	SD	M	SD	M	SD	p-value
Locus of Control	9.37	4.08	9.04	3.50	9.20	3.74	ns
Difficult** World	35.04	26.09	35.15	17.03	35.11	21.70	ns
Unjust World	42.96	24.14	54.92	25.03	59.11	79.53	ns
Unpredict-able World	47.96	24.62	45.39	30.86	58.82	93.15	ns
Unrespons-ive World	39.82	23.85	46.58	25.14	51.74	67.50	ns
Hostility	16.26	6.00	14.50	5.51	15.44	5.73	ns
Overt	7.70	3.05	5.85	2.97	6.78	3.12	.03***
Covert	8.56	4.32	8.93	4.08	8.74	4.16	ns
Fear of Success	99.78	17.44	102.58	14.83	101.32	16.01	ns

* Scale means are given here; statistical analyses were performed on z-score transformations for all measures

** Data on Difficult World, Unjust World, Unpredictable World and Unresponsive World are expressed in terms of percentages of responses to each scale

*** Mann-Whitney U Test, z = 2.19

Table 2

Correlation Coefficients on Sample Variables for

Combined Lawyer Groups (Males and Females) N=54

Variable		1	2	3	4	5	6	7	8	9	10	11	12
Age	1		-.17	.49**	.01	.09	-.13	.13	-.11	-.15	.00	-.28*	.10
Sex	2			-.34**	-.05	.00	.24**	.14	-.05	-.14	-.30*	.04	.10
Status	3				-.00	.03	-.30*	.13	-.20	-.11	.21	-.12	-.13
Locus of Control	4					.87**	.48**	-.45**	-.50**	.43**	.24*	.38**	.28*
Difficult World	5						.57**	-.32*	-.50**	.33**	.15	.26**	.24**
Unjust World	6							-.31*	-.52**	.30*	-.04	.26**	.23*
Unresponsive World	7								.11	-.14	.11	-.31*	-.05
Unpredictable World	8									-.31*	-.22*	-.25*	-.06
Hostility	9										.44**	.53**	.22
Overt	10											.20	.05
Covert	11												.04
Fear of Success	12												

* Significant at p = .05
** Significant at p = .001

Table 3

Crosstabulations on Status and Sex Variables for

Lawyers Sample (N=54)

Sex	Status: Law Clerk	Junior Associate	Senior Associate	Partner	Row Total
Male	4*	8	8	7	27
	14.8	29.6	29.6	25.9	50.0
	44.4	32.0	66.7	87.5	
	7.4	14.8	14.8	13.0	
Female	5	17	4	1	27
	18.5	63.0	14.8	3.7	50.0
	55.6	68.0	33.3	12.5	
	9.3	31.5	7.4	1.9	
Column Total	9	25	12	8	54
	16.7	46.3	22.2	14.8	100.00

* In descending order: subject count, row percentage, column percentage and total percentage

$X^2 = 9.18$, $p = .02$ $df = 3$

Gamma = -.49

Table 4

Crosstabulations on Age and Status Variables for

Lawyers Sample (N=54)

	Status				
Age	Law Clerk	Junior Associate	Senior Associate	Partner	Row Total
20-29	7*	15	4	1	27
	25.9	55.6	14.8	3.7	50.0
	77.8	60.0	33.3	12.5	
	13.0	27.8	7.4	1.9	
30-39	2	9	8	4	23
	8.7	39.1	34.8	17.4	42.6
	22.2	36.0	66.7	50.0	
	3.7	16.7	14.8	7.4	
40-49	0	1	0	2	3
	0	33.3	0	66.7	5.6
	0	4.0	0	25.0	
	0	1.9	0	3.7	
60-69	0	0	0	1	1
	0	0	0	100.00	1.9
	0	0	0	12.5	
	0	0	0	1.9	
Column Total	9	25	12	8	54
	16.7	46.3	22.2	14.8	100.0

In descending order: subject count, row percentage, column percentage and total percentage

$X^2 = 20.14$, $p = .01$ $df = 9$;

Gamma = .63

Table 5

Analysis of Covariance for Lawyers Sample with Status and Sex as Main Factors and Age as a Covariate (N=54)

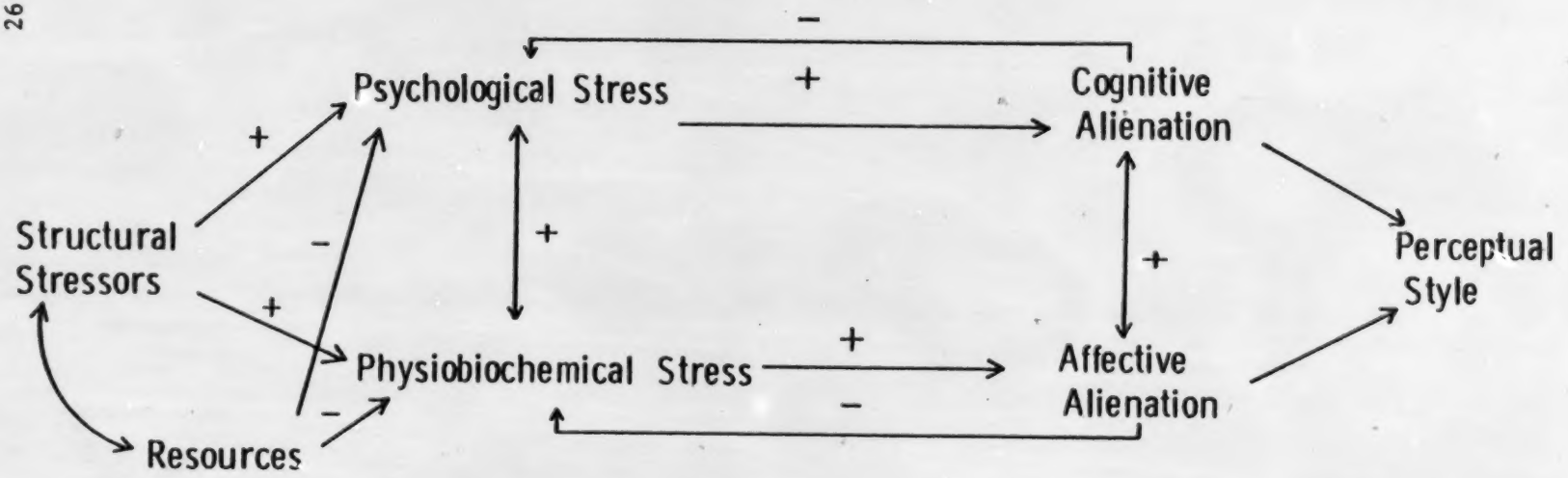
Source	SS	df	MS	F	Significance
Covariate	10.97	1	10.97	17.37	.001
Age	10.97	1	10.97	17.37	.001
Main Effects	3.14	1	3.14	4.97	.030
Sex	3.14	1	3.14	4.97	.030
Explained	14.11	2	7.05	11.17	.001
Residual	32.21	51	.63		
Total	46.32	53	.87		

Table 6

Analysis of Covariance for Lawyers Sample on Hostility Factor with Status and Sex as Covariates (N=54)

Source	SS	df	MS	F	Significance
Main Effects	371.82	4	92.95	3.26	.020
Status	335.97	3	111.99	3.93	.010
Sex	38.12	1	38.12	1.34	.250
2-Way Interaction	55.14	3	18.38	.65	.590
Status Sex	55.14	3	18.38	.65	.590
Explained	426.96	7	60.99	2.14	.060
Residual	1310.38	46	28.49		
Total	1737.33	53	32.78		

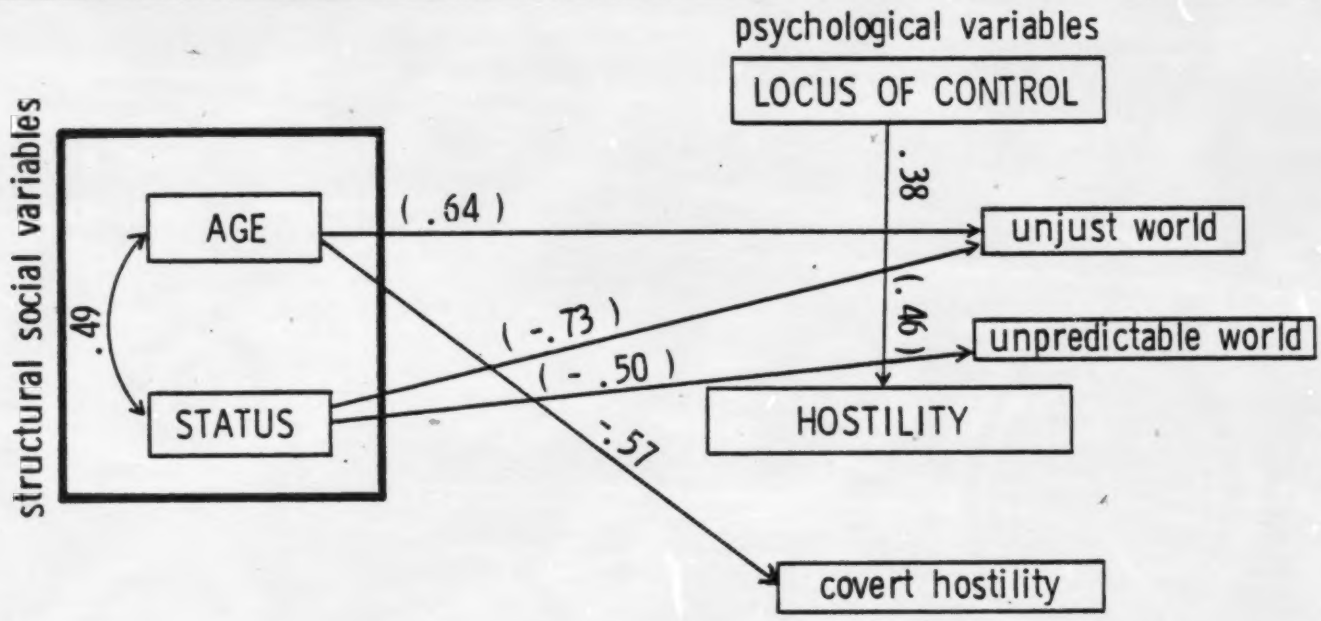
FIGURE I. ALIENATION MODEL[a]



a Ref. Manderscheid, R., Silbergeld, S. and Dager, E. 1975.

FIGURE 2

Path Analysis for Hypothesized Relationships of Psychosocial Alienation Model, Female Subjects, (Males) (N = 54)



All Path Coefficients, p = .05

R^2 = .45 (females); R^2 = .43 (males)